

Director of Individual Giving & Engagement

Location: Austin, TX (*Hybrid*)

Job Type: Full Time, Exempt

Individual Growth. Community Impact.

The Opportunity

Leadership Austin is seeking a relationship-driven fundraising leader to build and grow alumni engagement, individual giving, and community visibility. This role owns the design and execution of a comprehensive individual giving and membership strategy that fuels our mission and sustains long-term impact across Central Texas.

The **Director of Individual Giving & Engagement** manages an annual revenue portfolio and leads the full donor and member lifecycle – from cultivation and solicitation to stewardship and retention – across multiple giving levels. This highly visible position partners closely with the CEO, [Board of Directors](#), and [alumni leaders](#) to strengthen a culture of giving and impact rooted in belonging, leadership, and shared community responsibility. This new role offers a unique opportunity for a fundraiser energized by relationships and motivated by mission to help Leadership Austin mature its alumni engagement and evolve into a values-driven philanthropic community. The Director will collaborate with 2-3 part-time support staff and work in tandem with the Partnerships Director, who leads corporate partnerships and marketing/communications. Join a fun, high-performing team as we implement our strategic plan [Leadership Pathways to a Better Central Texas](#) and shape the future of community leadership in our region.

Who You Are

The ideal candidate is:

- A connector who brings people together and inspires them to invest in the mission
- A natural convener and host who creates meaningful engagement experiences
- Comfortable owning alumni engagement strategy *and* revenue goals
- Strategic and creative thinker and hands-on doer who follows through
- Excited to help build and mature a dynamic individual giving and membership model
- Confident partner to board members, alumni leaders, and donors
- Organized, data-informed, and energized by community impact

About Leadership Austin

Leadership Austin is a nonprofit organization that connects and develops courageous leaders across Central Texas. Through transformative experiences, we help leaders turn individual growth into [community impact](#). We bring together business, government, and social impact leaders throughout the region for open and balanced community discussions. With a 45-year track record, Leadership Austin has been part of the leadership development journey for thousands of emerging and influential leaders with a 3,400-plus alumni community.

Key Responsibilities

This role is accountable for individual giving revenue and donor retention outcomes and will be evaluated on both relationship quality and financial results.

Individual Giving & Donor Stewardship - 45%

- Design and lead an individual giving and membership strategy that drives engagement
- Achieve an annual revenue goal of \$250,000+, including major gifts, Vision Council, Leadership Circle, or similar initiatives
- Build, manage, and grow a donor/member portfolio focused on long-term engagement
- Own the donor lifecycle: identify, cultivate, solicit, steward, and retain
- Lead annual giving and membership campaigns; track activity in CRM and generate actionable insights
- Develop and oversee stewardship efforts, including acknowledgments, impact reporting, and personalized communications
- Partner with board members, alumni, and volunteers as ambassadors and fundraisers
- Ensure compliance with gift processing, reporting, and stewardship best practices

Alumni Engagement & Ambassadorship - 25%

- Build a purpose-driven alumni community fostering lifelong connection and ambassadorship
- Lead strategies across four pillars: *Connect, Learn, Activate, Elevate*
- Foster alumni ownership in advancing strategic plan and community impact
- Activate volunteer networks including Class Representatives and recently revamped Alumni Committee ambassadors
- Launch and manage digital platform(s) to facilitate alumni communication, connection, and collaboration
- Collaborate with program staff to connect donors and members to Leadership Austin experiences and impact

Events & Community Engagement - 20%

- Plan and execute fundraising and engagement events: Welcome Reception, Alumni Holiday Party, Community Engagement Awards, Vision Council events, and more
- Manage event strategy, logistics, and fundraising goals
- Partner with marketing and communications on promotions and donor engagement
- Streamline the digital customer experience, such as registering for classes and events
- Track event ROI and fundraising outcomes

Administration & Team Leadership - 10%

- Foster a culture of belonging and innovation
- Manage budget, staff, contractors, and volunteers
- Track and report revenue and engagement metrics to CEO and Board
- Support colleagues during peak operational periods

Experience & Skills

We don't expect you to check every box – what matters most is your potential and passion.

Minimum Qualifications

- 3+ years in alumni engagement, fundraising, nonprofit management, business development, or related roles
- Proven success building and sustaining donor and stakeholder relationships
- Passion for leadership development and nonprofit mission-driven work
- Strong verbal and written communication skills, digital literacy, and CRM experience
- Proficiency in Google Workspace and Microsoft Office Suite
- Highly organized, detail-oriented, and able to manage multiple priorities
- Professional poise and confidence in donor interactions
- Availability for occasional evening and weekend events.
- Ability to lift up to 25 pounds and transport event supplies and materials
- Ability to travel to/from the office and off-site events and meetings

Preferred Qualifications (not required)

- Bachelor's degree in nonprofit management, fundraising, marketing, public administration, organizational leadership, or related field
- 2+ years management/supervisory experience
- CFRE certification
- Familiarity with Austin nonprofit landscape and alumni networks
- Experience with boards, councils, and alumni communities

Our Commitment: Differences make us better. Leadership Austin is proud to be an equal opportunity employer and celebrate our employees' differences. We want applicants of diverse backgrounds and hire without regard to race, color, religion, sex, gender, gender identity or expression, sexual orientation, national origin, disability, age, or veteran status.

Work Environment

- Highly collaborative team environment
- Hybrid schedule: remote Mondays and Fridays; standard office hours Tues–Thurs; occasional evenings/weekends for events

Compensation & Benefits

- Salary: **\$80,000 – \$90,000**, commensurate with experience
- Comprehensive benefits including medical, dental, vision, generous PTO, flexible work schedule; leadership and professional development

To Apply: Apply [HERE](#) by 10:00 a.m. **Jan. 4, 2026** for priority review. Interview scheduling is under way. Open until filled.

Note: A Gmail account is required to access the form and upload documents. Questions? Email careers@leadershipaustin.org.